

**PERSONNEL COMMITTEE**  
**THURSDAY, OCTOBER 11, 2012 AT 3:00 P.M.**  
**CITY HALL, CONFERENCE ROOM 2A**

The meeting was called to order by Chairman Kupsik at 3:05 p.m.

Roll Call. Present: Aldermen Kupsik, Krohn, Wall and Hill. Absent: Alderman Kehoe. Others in attendance: Administrator Jordan, Comptroller Pollitt, Treasurer Klein, Police Chief Rasmussen, Assistant Police Chief Reuss and Building Inspector Brugger.

**Approval of Minutes from September 27, 2012 meeting as distributed**

Wall/Hill motion to approve minutes from the September 27, 2012 committee meeting, as prepared. Motion carried by a vote of 4 to 0.

**Comments from the public limited to 5 minutes.** None.

**Discussion/Recommendation on non-represented employees' wages and benefits**

Comptroller Pollitt presented the additional information that was requested about the employees contributing to their WRS pensions. She explained there are seven full-time staff and seven part-time positions under the Personnel Committee's purview that currently contribute to the WRS. It is computed as a percentage of the employees' total pay, which includes base pay, holiday pay, clothing allowance, overtime and longevity. Ms. Pollitt provided the total amounts these 14 employees have contributed individually since it was first imposed in September 2011, which for full-time employees ranges from \$2,862.28 to \$6,183.51. She explained that to date a total of \$34,047.84 has been deducted from the 14 employees' paychecks. She presented some options for a 1%, 3%, 5% and 6% one-time pay adjustment for these employees. A 1% pay stipend for these employees would cost the City \$5,113.94; a 3% would cost \$15,341.82; a 5% stipend would cost \$25,569.70; and a 6% stipend would cost \$30,683.64.

Comptroller Pollitt also presented information about the base wages and total current pay for the non-union protective category (public safety) employees who do not contribute to their WRS pension. She also provided the pay rate ranges for union employees who are all under contract through 2013. The clerical and streets union employees will be required to contribute to their WRS pension upon expiration of the union contracts.

There was considerable discussion about which employees would receive the one-time stipend and at what percentage. The Committee discussed a 2% one-time stipend for all employees who contribute to their WRS. However, it was further decided that the stipend should not be given to only the WRS-contributing employees and it should be given to all non-represented employees who fall under the Committee's purview because they have not received a wage increase since 2010.

Kupsik/Hill motion to recommend a one-time stipend in the amount of 2%. Motion carried by a vote of 4 to 0.

**Adjournment**

Hill/Wall motion to adjourn at 3:55 p.m. Motion carried by a vote of 4 to 0.

Transcribed from meeting notes.

/s/ Michael Hawes, City Clerk

**THESE MINUTES ARE NOT OFFICIAL UNTIL APPROVED  
BY THE PERSONNEL COMMITTEE**